

AGENDA
SCHOOL BOARD OF SANTA ROSA COUNTY
SPECIAL MEETING
February 20, 2024-8:30 AM

A. Call to Order and Roll Call

The School Board of Santa Rosa County met in special session with the following members present: Mrs. Linda Sanborn, Chairperson, Mrs. Carol Boston, Vice-Chairperson; Mr. Charles Elliott, Mrs. Elizabeth Hewey, and Mr. Scott Peden.

Also present were School Board Attorney, Terry Harmon, and Dr. Karen Barber, Superintendent of Schools and Secretary.

B. Pledge of Allegiance

Chairperson Linda Sanborn called the meeting to order and David Gunter, Director of Labor Relations and Compliance led a moment of silence and the Pledge of Allegiance to the Flag.

C. Business Item(s)

1. Request Approval of Tentative Agreement between Santa Rosa Education Association and Santa Rosa County School Board (pending ratification)

Motion to Approve was moved by Carol Boston, Seconded by Charles Elliott. Motion Passed by a Vote of 5 - 0.

2. Request Approval of Non-Union Ed Support Employees Salary Schedule Improvements (pending ratification of SREA)

Motion to Approve was moved by Scott Peden, Seconded by Carol Boston. Motion Passed by a Vote of 5 - 0.

D. Adjournment

*Motion to Approve was moved by Charles Elliott, Seconded by Scott Peden. Motion Passed by a Vote of 5 - 0.
There being no further business the meeting was adjourned.*

DONE AND ORDERED IN LEGAL SESSION by the School Board of Santa Rosa County the 20th day of February 2024.

SCHOOL BOARD OF
SANTA ROSA COUNTY

Chairperson

ATTEST:

Superintendent and Secretary

Santa Rosa County District Schools

Submitted By: Dr. Karen Barber, Superintendent of Schools

Title of Item: Request Approval of Tentative Agreement between Santa Rosa Education Association and Santa Rosa County School Board (pending ratification)

Description/Introduction: Tentative agreement between Santa Rosa Education Association and Santa Rosa County School Board (pending ratification)

Recommendation/Action Requested: Request approval

Financial Impact:

A-Funds required from School Board? Yes

B-Amount required

C-Grant/Project Synopsis attached? No

D-Date Grant/Project Reviewed/Approved by Accountant:

Legal Review

Does item require legal review? No

If Yes, Approval Date

REVIEWERS:

Reviewer	Action	Date
Dobbs, Myra	Approved	2/16/2024 - 6:21 AM

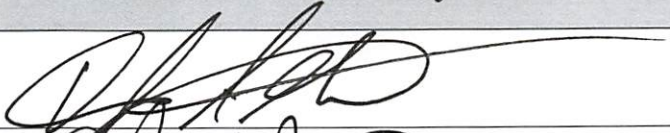
ATTACHMENTS:

Description	Upload Date	Type
Tentative Agreement between Santa Rosa Education Association and Santa Rosa County School Board (pending ratification)	2/16/2024	Cover Memo

Attendance Sheet

SREA and Santa Rosa County School Board Bargaining

February 15, 2024

For SREA	For Santa Rosa County School Board
Carol B Rich	
Nicole R. Dupka	Floyd Smith
Rae Stone	Rae Pearson
Dawn Phillips	Engel D. Marshall
	Heu



Santa Rosa


Education Association

Stand United for the Cause

Proposal 2/15/2024

SUPPLEMENTAL PAY

- A. The following is a schedule of payments for detention, after school programs, after school duties, summer programs and staff training.
1. In-service Representatives will be paid a stipend of \$300.00 annually.
 2. Employees will be paid a minimum of ~~\$12.00~~ **\$15.00** per hour for all mandatory workshops or in-service, **unless additional funding is available through a grant.** Advertisements for all workshops or in-service shall clearly state the amount of compensation for participation in the event.
 - a. Interpreters hourly rate and in accordance with Fair Labor Standards Act
 - b. Crossing Guards ~~\$10.00~~ **\$15.00** per hour
 - c. Supplemental Summer Contract amounts shall be based on the hourly rate of the hourly salary schedule enforced at the time the hours are worked.

T.A.

2/15/24

TA
2/15/2024
n. supka




Proposal 2/15/2024

ARTICLE III
ASSOCIATION RIGHTS

- C. Upon request, the District shall provide a list of bargaining unit personnel to the Association on a monthly basis via an electronic database.

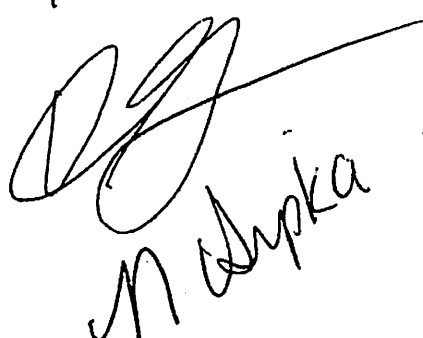
TA
M. Wypka
2/15/2024

T.A.

2/15/24

ARTICLE III: ASSOCIATION RIGHTS

III. 1 Dues/Payroll Deduction

- A. When state law allows, the Board shall deduct from the salary of any Association member employed by the Board and make appropriate remittance, upon written authorization from the Association member, for any plans or programs approved by the Board.

T Aed
1/17/24

M Wypka

Ted 11/17/24 CWA M. Supka

ARTICLE XIII: LEAVE OF ABSENCE

G. SREA Leave

- ~~1. The Santa Rosa Education Association president or his/ her designee may be given temporary duty to attend School Board meetings.~~
- ~~2. The Association president or his/her designee shall be allowed a maximum of 30 days of temporary duty in any school year to engage in Association activities subject to the following conditions. Temporary duty used for this purpose may be used as whole or partial days.~~
 - ~~(1) The Association shall pay the cost of the substitute.~~
 - ~~(2) The maximum number of days allowed for any one person shall be 15. The total number of leave days for the Association shall not exceed 30 days.~~
 - ~~(3) The minimum time of any leave request shall be 3.75 hours.~~
 - ~~(4) No single class can be missed more than 15 times in any school year.~~

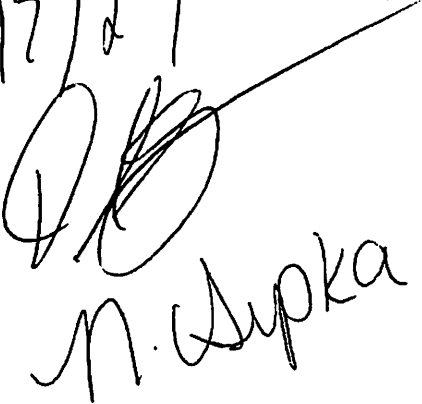
--OR--

1. The Association president or his/her designee shall be allowed a maximum of ~~30~~ 36 days of temporary duty in any school year to engage in Association activities subject to the following conditions. Temporary duty used for this purpose may be used as whole or partial days.
 - (1) The Association shall ~~pay~~ reimburse the total cost of the substitute absence.
 - (2) The maximum number of days allowed for any one person shall be 15. The total number of leave days for the Association shall not exceed ~~30~~ 36 days.
 - (3) The minimum time of any leave request shall be 3.75 hours.
 - (4) No single class can be missed more than 15 times in any school year.
- ~~2. Representatives of Santa Rosa Education Association, not to exceed two (2) from any one school; not to exceed seventeen (17) in the district; not to exceed three (3) successive days, excluding travel time; not to exceed six (6) days per school year for any one employee, excluding travel time; may be granted temporary duty for attending activities benefiting the Santa Rosa County School System, if approved by the Superintendent; and provided that the Association pay the cost of substitutes if they are required.~~
3. ~~Duly certified representatives of the Association, not to exceed ten (10) percent of Association members per school or five (5) percent for the district, may be granted temporary duty, without travel or per diem expenses, up to two (2) days, excluding travel time, to attend the annual Association state meeting. It shall be the responsibility of the Association president to present a certified list of representatives to the Superintendent or his/her designee ten (10) days prior to the effective date of leave for approval.~~

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J. Bereavement Leave

A full-time employee who has completed the probationary period may apply for up to (2) two days paid bereavement leave in the event of a death in his/her immediate family to make funeral arrangements and to attend the funeral. Immediate family is defined as a ~~spouse, parent, grandparent, sibling, child, stepchild, or grandchild~~ father, grandfather, mother, grandmother, son, grandson, daughter, granddaughter, brother, sister, uncle, aunt, nephew, niece, husband, wife, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, stepfather, stepmother, stepson, stepdaughter, stepbrother, stepsister, step grandparent, half-brother, or half-sister. An employee may apply for a maximum of four (4) paid bereavement leave per fiscal year. Bereavement is not accumulative. Employees will not be paid bereavement for days not scheduled to work. Employees are required to provide a copy of the obituary or other satisfactory document to be attached to the leave request.

TAed
1/17/24

N. Supka



SantaRosa


Education Association

Stand United for the Cause

Salary Proposal #2

February 15, 2024

1. Eliminate Paygrades 1-3, which moves paygrade 3 to paygrade 4.	Cost: None
2. Move all employees to new salary schedule:	Cost: \$51,176.01
3. Step Increase for All Eligible Employees	Cost: \$323,328.87
4. 2.5% COLA Adjustment	Cost: \$526,121.05
	Cost: \$936,625.91
	Benefit Cost: \$212,801.41
	Total Cost: \$1, 149,427.32

T.A.

2/15/24 M. Supka

*All raises will be retroactive to July 1, 2023

**If additional funds are allocated for employee raises, both parties agree to go back to the table to negotiate the impact to ESP salaries.

Submitted By: Dr. Karen Barber, Superintendent of Schools

Title of Item:	Request Approval of Non-Union Ed Support Employees Salary Schedule Improvements (pending ratification of SREA)
Description/Introduction:	Request Approval of Non-Union Ed Support Employees Salary Schedule Improvements (pending ratification)
Recommendation/Action Requested:	Request approval

Financial Impact:

A-Funds required from School Board?	No
B-Amount required	
C-Grant/Project Synopsis attached?	No
D-Date Grant/Project Reviewed/Approved by Accountant:	

Legal Review

Does item require legal review? No

If Yes, Approval Date

REVIEWERS:

Reviewer	Action	Date
Dobbs, Myra	Approved	2/16/2024 - 6:29 AM

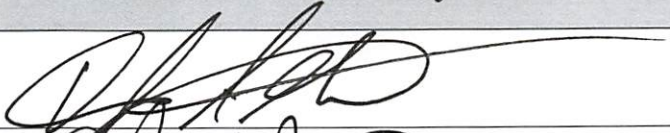
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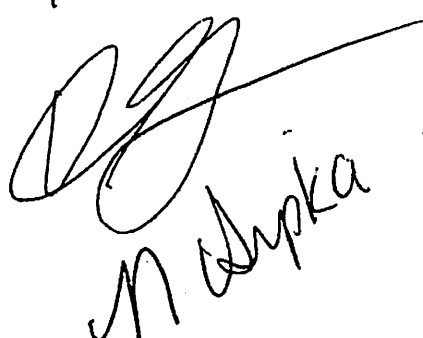
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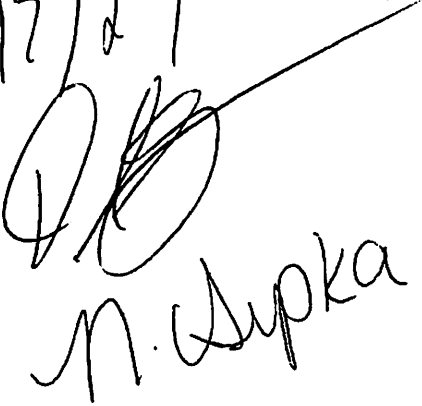
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